



NEWSLETTER



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FACULTY & STAFF ASSOCIATION
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FSA NEWSLETTER

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From the Editor . . .

Tempora mutantur or, as Bob Dylan once put it, "The times they are a-changin'."

During the hiatus between issues, Meech Lake collapsed (and probably Mulroney's political career with it); the standoff at Oka pole-vaulted from obscurity to national prominence (only after a provincial police officer died, you'll recall); Bob Rae's NDPs thrashed David Peterson's Liberals (how will Bay Street react to the "socialist" horde?); the Soviet Union, still writhing under its reforms, moved closer to a modern market economy; and the two German states, forty-five years after partition, took steps to make unification a certainty.

Only one thing has remained the same: Senate appointments. Senate and change are a contradiction in terms, or so many a CBC radio host would have us believe. But if the Soviet Union can be reformed, can the Canadian Senate be far behind?

"If your time be you it worth savin'
Then ya better start swimmin'
Or you'll sink like a stone
For the times . . . "

Did you get that, Brian?

In keeping with change, perhaps not as media-catching as a Mohawk Warrior and a Canadian soldier staring each other down (the soldier was later promoted, no doubt in part because he's so--dare I say it?--photogenic), the new executive took over the reins from the capable hands of the old exec at the Manning Park

Retreat in June, and Graham Dowden, who has faithfully promised to relinquish his proprietary interest in the *Newsletter*, duly passed the burning torch of Communications to me. I want to thank Graham for the outstanding job he's done as Communications Chair over the past couple of years, and I know I will have a difficult time in following his dazzling editorial footsteps.

The *Newsletter*, too, will change somewhat, both in appearance and substance. Although printing with a laser printer enhances the typography, substance must not be forgotten in the bewitching vortex of cosmetic changes. My job as Communications Chair is, among other things, to publish a newsletter that will inform all FSA members of union news as well as other provincial items germane to the Association. Consequently, the *Newsletter* will carry a column entitled C-IEA WATCH, authored by Susan Milner. Although C-IEA publishes its own newsletter, Susan, in her contacts with C-IEA, will look for provincial and, possibly, national news items that may be of particular interest to the FSA. She may also be able to do a little extra digging on important issues, perhaps providing contexts we wouldn't otherwise get.

Another change to the *Newsletter* has less to do with union business and more with the enhancement of our understanding of the FSA membership. As a member of the Contract Working Group during the latest contract negotiations, I noticed many

things that disturbed me; but one thing, less specific than the others, needs, I believe, to be addressed. During the discussions over money at the ratification meeting, I sensed that many people (the majority as it turned out) were willing to accept pretty much what was offered, almost as a *fait accompli*.

I think one of the reasons that the membership accepted the offer, though doubtless there were many other factors at work, is that some members don't fully appreciate the talent and professionalism of the first-rate people who comprise the entire FSA. If they had taken stock of the talent residing in this aggregation, I think a greater number would have demanded more from the boss for the quality of work we all do.

Having worked at numerous colleges, from the rural small to the urban big, I do not hesitate to say that both the faculty and staff working at FVC are as good as or better than any I've seen.

With this in mind, I am introducing in this issue a column called PROFILES, in which staff and faculty will have a chance to tell their colleagues about the intriguing things they are involved in both inside and outside FVC. Some people are doing interesting work or research, some are writing books and articles, and some belong to organizations, big and small, that all of us should know about. Fittingly, Kevin Busswood has graciously agreed to write the inaugural column. I look forward to your submission.

The sharing of P.D. Reports is another thing that will also help to enhance our communication with one another. In this issue, you will find two interesting, yet diverse,

submissions by Kathleen Galarneau and Wayne Welsh. I believe that such submissions will enhance our intellectual environment and, in some cases, put additional resources at our disposal. If you've done some interesting P.D. in the last six months or so, then get in touch.

Two other important changes have occurred over the past few months, and both will affect the Association in immense yet decidedly different ways.

The first change, one not at all positive for public-sector labour relations, as Bob Smith warns us in his presidential report, involves Bill 79, introduced by the Socreds this summer. VCC and its striking support staff are the first to be required to disclose publicly their bargaining positions to Bob Yanow, the Registrar under the Act.

I find it hypocritical--oh how I curb my acid tongue!--that the government introduced Bill 79 in an attempt, they argue, to make public employees more accountable while, virtually at the same time, the government introduced conflict of interest legislation that, if the proposed law is enacted, removes conflict of interest from the public forum and places it in the hands of a commissioner who alone can decide whether the public should be informed or not. Believe me, you don't want to know how the commissioner will be appointed.

Maybe there's one other thing that hasn't changed.

Anyway, see Bob Smith's article for his assessment of Bill 79 and its possible ramifications.

The second change, and one I believe that is certainly more positive for us, involves the work done by the Access Committee over the summer. As

most of you know, the committee has come up with a proposal for a comprehensive university-college, with emphasis on career and technical programs as well as UT; and the hard-working committee, after achieving the College Board's endorsement, is now well into the public-relations stage. I think all of us should recognize the work done by all the members of the Access Committee, for they are, so to speak, sculpting our future.

It's true "the times they are a-changin'"; but, unlike those who are confused and fearful in Dylan's song, we need to prepare ourselves for our future, one that is both promising and troubling. In the pages of the Newsletter, we can face these issues with knowledge and critical assessment; as a consequence, we can make sensible and appropriate changes.

Tempora mutantur, nos et mutamur in illis.

Allan McNeill

Letters to the Editor . . .

All letters, scribblings on the back of napkins, or memos that cross my desk will not be considered for publication if they are unsigned or signed by that ubiquitous personage known as Anonymous. A writer, of course, may request that his or her name be withheld from publication; but the editor must know who sent the letter in order to make sure that the individual is a member of the FSA, if for no other reason.

A signed letter, however, whether it praises or buries someone, gives more credibility to the writer's point of view; an unsigned one, though, only too clearly suggests a crank, one who fears the critical assessment of his or her views. Such letters will be consigned to the uncritical maw of one of the recycling boxes near my office.

On UCFV: an open memo to the Access Committee

Apart from the facts that (1) 'yew see eff vee' isn't exactly going to roll off the tongue when one is asked where one works, and (2) UCFV is bound to be mistaken for yet another campus of the University of California, I have only one real concern now that the committee has unanimously backed the university-college concept. I'm sure I speak as a typically paranoid non-Ph.D., but I think it would be disastrous if there were to evolve two classes of instructor at the new institution. I am willing to accept that in the interim period, where the universities and OLA

provide "interim degree-granting authority", there will doubtless be proscriptions against mere M.A.'s teaching upper level courses (though I would certainly look forward to the day when an instructor is chosen to teach a course on his merit alone). But the area of instructor workload has the potential to become a minefield.

Ph.D.'s who teach third- and fourth-year courses will understandably desire workload parity with their colleagues in the 'real' universities, where research is regarded as an end in itself (and a requirement) as

well as an adjunct (in the best of cases) to improved instruction. But I predict a decidedly sour atmosphere at UCFV if people teaching third year get a workload advantage over those teaching second year on the ground that an upper-level course in, say, Chaucer, inherently requires more 'preparation research' than a lower-level course in American literature. If a Ph.D. needs a university-sized workload cap to teach third-year literature as well as it's taught at SFU, why shouldn't an M.A. use the same argument, comparing himself to someone teaching a second-year course at a university, rather than at a college? A certain level of speciousness enters the argument at this point, and our only way out of it will be to realize that we are neither a college nor a university, but a new sort of institution with new parameters.

The UCFV proposal already addresses the problem of ensuring "that the divisions among faculty that have developed at other university-colleges do not occur here," and

says in addition that "the purpose of scholarship and research will be to improve instruction." If the committee is serious about UCFV's mandate being restricted to the Bachelor's level, and about the purpose of scholarship and research, then the proposed institution, instead of facing an obstacle, faces a glorious opportunity (in conjunction with the FSA) to hammer out a workload agreement that does not discriminate between levels of teaching, and in fact gives every instructor the chance to do justice to his profession. If the resulting compromise results in English 100 instructors teaching marginally fewer students than their colleagues at Douglas, and English 400 instructors teaching marginally more than their colleagues at SFU, then so be it. If good teaching is really going to be the principal objective of UCFV, then the acid test of that commitment will be a workload agreement that doesn't produce first- and second-class citizens.

Graham Dowden

MEMO

TO: Graham Dowden
FROM: Jack Gaston
DATE : September 10, 1990
SUBJECT: Comments on Access Report

Graham, thanks for your comments on the Access proposal. The issue you raise promises to be more important than any other, should university-college status be granted. It will be essential, in my opinion, that there be equity in workloads. A number of ideas have already emerged on this topic and I hope

there will be many more. As you mention, the negotiations going on at the other university-colleges will be instructive, no matter what the results.

What are your ideas on integrating new with existing faculty?

Jack Gaston

From the President . . .

Welcome back!

At the outset of the new term, we have more students than we can handle. Most employees, however, are well-rested after their vacations, and judging by those who attended the "Welcome Back!" social, our esprit de corps has seldom been higher. I've thanked Dr. Jones for continuing the late summer round-up and suggested that John DePape order even more beef next year. Since we work all over the block and on different shifts, we might not run into some old colleagues or meet new ones for some time, without these get-togethers.

Access Committee

Each new college year, "transition" is the watchword, this year perhaps more than any other since the foundation of the College or the opening of the new Abbotsford campus. Specifically, I refer to the Access Committee's recommendation that FVC evolve into a four-year university-college. The recommendation has been favourably received among ourselves and goes to the Board and public review process. The new policy, however, stresses some traditional institutional values (e.g., our comprehensive operation and focus on instructional quality) that shouldn't change.

We don't want simply a bigger college, much less the superimposition of third- and fourth-year programs, nor new programs that erode rather than enhance existing resources, but reforms that preserve as much as they change.

Summer Business

It's been a busy summer for the Association. No sooner was a new executive installed when

some employees were laid off, owing to the loss of the College's prison education contract. The demands of advising and representing suddenly devolving on the new grievance chair absorbed her time and energy for the entire month. We have acted upon several grievable matters dealing with the lack of consultation, a staff employee's probationary status, an improper posting, and interpretation of a faculty member's secondment status. We have waived temporarily the application of one contract clause (Article 14.5), for extraordinary reasons, in return for a College concession elsewhere, i.e., the lifting of three probationary contracts not resulting from adverse evaluations, but rather from changes in job positions. Furthermore, we have concluded a new staff salary scale: the addition of Pay Group 9 accommodates new hirings and reclassifications.

New Business

Veteran executive officers will recall many a September when the Association's agenda had been dominated by items arising in the summer recess and requiring remedial action. This year we arranged for maximum coverage to act promptly on grievable items, contract interpretations, and SAC staffing. So, in our late August meeting, we've begun new business, according to old-new executives' discussions at our brief retreat to Manning Park last June. Among these are AGM planning, the compilation of a new executive handbook, an overhaul of our shop steward system, and a cost/benefit review of our affiliation with C-IEA. There are letters of agreement (appendices in the Collective Agreement) to deal with as well as regular contract

administration and representation on committees, both at FVC and C-IEA.

Contract Enforcement

A word about contract enforcement is needed: the temper of the current executive and of the membership inclines toward vigorous application of the Agreement. Our contract was bargained by some astute officers. Nearly every provision was concluded for good reasons and in a context in which some concessions were made. It shouldn't be up to the executive of the day to reject out of hand members' requests for investigation and possible grievance action. If the Agreement is not enforced, its force is gradually eroded to the disadvantage of all members. And where the executive does not act fully and fairly on behalf of a member, that member has grounds for legal complaint against the FSA. The use of the problem-resolution mechanism (Article 7) is the key to orderly labour relations, especially when seemingly "little" issues are concerned. Better to file a grievance in these cases (usually at the informal level) than to permit one of them to mushroom into a huge dispute.

If you think you have not received the full benefit of your rights under the Collective Agreement, refer the matter to your grievance chairpersons or other officer and expect an explanation. It's your right, and you've paid good money for the service.

Bill 79

The provincial government recently enacted Bill 79 (The Public Sector Collective Bargaining Disclosure Act). The law requires employers and unions to file bargaining summaries with a new labour-management bureaucrat, the

Public Sector Bargaining Registrar. Then, in the event of a strike or lock-out, negotiations' items must be sent to this bureaucrat who is empowered by the Act to advertise and convene a meeting for the press and public to attend. At that meeting, employer and union reps are to defend their cases before those assembled. If we make a mistake here that the government interprets as non-compliance, the FSA could be fined and its president thrown in jail. This law was put through during the summer without consultation with affected groups--remember all the talk about dialogue with unions, open government, etc.? A whole new level of bureaucracy and government intrusion into the collective bargaining process has been created by a government that denounces the growth of bureaucracy. The premier has been speaking to business groups about the P.R. advantages that can be gained from such meetings and has not spoken to any labour groups in an even-handed way.

What could happen in the event of a strike or lock-out is a mobilization of partisans, for and against, to pack meetings. Your bargaining positions, salaries, etc., will be out there in the brawl, e.g., "What! F.V.C. custodians make \$12.00 an hour and I only make \$8.00 an hour. Those selfish pigs!" Note that management salaries, board member stipends, and contracts with private sector suppliers are not covered by the Act. Those, after all, constitute College disbursements too. All the expenditures of the College are published anyway, there for the public to peruse. How much further does the public have to look at your terms of employment?

I'll conclude this section with the personal opinion that there's just no dealing with Social Credit when it wants to

grab headlines just prior to an election. These politicians collect a pension the day they retire; they don't have to wait until they're 62 or 65 as you do. Were public meetings called to scrutinize their contractual bargaining positions? Social Credit better not lose an election, for if they do they will see this enormous machinery of state intervention in the collective bargaining process pass to other hands. What goes around, comes around.

Open Meetings

Finally, FSA executive meetings are held every fourth Wednesday (Week 4 in the College Meeting Schedule), from 1 - 3 p.m. in Abbotsford. These meetings are open to FSA members. From time to time, members do drop by to check things out and to state their opinions. Members are also welcome to send agenda items along and see that they're properly dealt with.

Bob Smith

From the Agreements Committee . . .

Bob Smith reports in Betty Harris' absence (she is on leave until 31 October):

Investigatory Hearings

Betty recommended that this item, long since considered, be publicized. The College and FSA agree that employees should not become involved in discussions with supervisors or management that reflect unfavourably on an employee's competence, except as provided for in the evaluation process or in the course of grievance handling. Even though we do not have a code of professional ethics, the utmost discretion in this regard should be standard.

Type C's

Betty also draws our attention to Type C contracts; once issued they may not lapse, except for contractually-recognized reasons. They are issued under Article 31.1(a-h), continue under 31.5(e), and convert to "A" or "B" status in three years (31.4a). Normally, there's no problem: an employee goes on

leave, for example, and is replaced by a Type C appointee. When the employee on leave re-enters, the Type C appointment expires. Or, the College acquires "soft-funding" to run an experimental program and cuts a Type C contract to do the work. Then, when the funding lapses after a year, the Type C contract expires. So far so good. Sometimes, however, Type C contracts are issued in vague circumstances and/or quietly expire, even though the funding still exists and the same work continues. We have grieved two such cases, which were sustained. So, Type C incumbents should be vigilant about the progress of their contracts. The Agreements Committee will monitor them.

A related matter: part-time faculty contracts (less than 50% workload) shall be converted to Type C (more than 50%) when he/she is offered 4 courses in one semester or 5 courses in two successive semesters. This formula represents a concession, perhaps not a great one by the FSA, because this situation wasn't recognized by Article

31.1 (reasons for creating Type C's).

A few last words on Type C's: Article 31 isn't easy to understand or administer and there are many connections between it and other articles. Moreover, the College and FSA do not quite agree on the interpretation of 31.5(e), the continuation clause. Betty and I undertake to study remaining vagaries and offer recommendations when negotiations commence in 1992.

New Pay Scale

Last summer the College requested that Betty and I agree to the creation of a new director's pay scale (a fourth!), roughly equivalent to R4 to R9 rates. The FSA isn't interested in negotiating cheaper pay scales, especially after the Collective Agreement is bargained and ratified by both parties.

Betty and I could do only one of two things: refuse or suggest a higher pay grade on the staff schedule (rather than a lower one on the faculty side). The College agreed to the higher pay grade on the staff schedule and the FSA executive confirmation followed. Thus, there's an "unwritten" Pay Grade 9 in force, in Article 21.9.

Two results: the College has a bit more flexibility in creating better paying positions, for which our own people may apply at the outset or in time as they become vacant; secondly, JCAC has more flexibility to reclassify positions we already have. Veteran staffers will recall that over 15 years, positions have been reclassified one, two, even three times on the scale. The new pay grade ensures that the process will continue. As work and responsibility expands, becomes more complex and requires greater and different

skills, the rating process (JCAC's) has more room to manoeuvre.

Secondment

What does the term mean? It's undefined in the Collective Agreement, yet is occasionally used to describe an employee's status. Barry and Betty are studying my draft proposal. Recommendations for new contract language will come to negotiations in due course.

Article 14.5

In August 1989, a member of the bargaining group was promoted to management. By this article, such a member's job in the bargaining group is reserved for him/her for one year. The College wanted the employee involved to serve two years in management and yet retain an unqualified right to return to his former position in the bargaining group.

It's a serious matter to waive such a crystal clear clause, but the Agreements Committee and FSA executive agreed to do so for the unusual reasons Dr. Jones and Barry Bompas presented and then only on two conditions. First, that the College inform the FSA in writing that it "does not consider the FSA's acceptance of our request to waive 14.5 in this instance binding on future such cases and agrees that there has been no loss of FSA rights as regards to 14.5" (Bompas to Harris, 17 August 1990). Second, since the FSA was being requested to make a gesture of good will, we requested a reciprocal gesture, a liberalization of the "right to return" principle in the companion clause 14.4(d). This was a bit much, in the College's opinion, and it proposed instead to rescind three letters of probation, which it had issued to employees under 14.4(b).

A digression: we usually think probationary status results from adverse evaluations or as it applies to new employees. There is, however, a third circumstance leading to probationary status--transfer, promotion, or bumping into a different position (14.4b), even though the employee receiving the probationary status is in good standing, has received good evaluations, has a "clean sheet" in his/her personnel file, and has moved to a technically different position that nevertheless involves identical or virtually identical duties.

We accepted the College's offer and the proceedings were closed.

From the Contract Chair . . .

Bargaining Climate - Staff

As I write this, VCC's staff is on strike, having turned down annual percentage increases of 8 and 8 over a two-year contract period. The strikers are asking for 10.5 and 10.5, no doubt reflecting their desire to catch up with the cost of living. From 1982 to the present, their average annual increase was 3%, well below inflation. Over the summer, SFU's staff, AUCE local 2, settled a two-year platformed contract consisting of 7% and 2% in year one and 7% and 2% in year two for a compound increase of 19% over two years. A 25% benefit increase brought the value of this settlement to 20% according to John Bannister, union coordinator.

In our FSA retreat over the past summer, it was agreed by C-IEA to devote greater efforts to assist staff with information on staff settlements and other matters affecting staff at different institutions.

Early Retirement and Ed Leave

Betty noted some omissions in the Collective Agreement in these two respects. The reason is that, while Barry and Ian were renegotiating the Collective Agreement, previous letters of agreement did not find their way into the new language. Merely oversights by Betty, Barry and me, not Ian. I will ask Betty to circulate the precise language by memo or in the next issue of the Newsletter.

I am very interested in members coming forward with the intention of serving staff interests in the next round of negotiations. Barbara Pinkiewicz has done a very capable job over the past year and has asked me to make this appeal. Effective representation and negotiation of staff issues requires considerable preparation especially in establishing salary and benefit comparisons, and it is not too early to begin this work. In the absence of members coming forward, Bob Smith and I will begin a recruitment campaign.

Faculty

As we begin to consider the concept of a university-college, we must also consider some practical issues such as the impact of our salary level on recruitment. Those involved in recruitment currently will recognize this problem already. Over the summer, our relative salaries have moved considerably further behind. We are now the

lowest paid college faculty in the Lower Mainland. Given our current salary scale compared with other colleges and institutes, it is likely that accepted placement practice will have to be debased to enable FVC to compete in recruiting the most capable faculty. I do not believe this is in any sense fair to the existing faculty, but it appears inevitable given the relative salary differentials which now exist.

Consider this: our top step faculty salary rose in 1990 to \$52,771. At the time, that put us roughly on a par with Kwantlen (at \$52,655 in the third year of a three-year agreement), slightly ahead of Selkirk (\$51,271), Northwest (\$51,329) and Emily Carr (\$51,377). The very narrow margin by which our contract was accepted reflected the membership's dissatisfaction and our failure to reach parity with the other colleges. Since our settlement was reached, Camosun faculty members have seen an arbitrated rise in salary from \$49,290 to \$55,373. Kwantlen management gave the faculty members 3% within their current agreement. The management apparently believed that the \$52,655 top was too low. Their top is now \$54,498. VCC (Langara) faculty members have also settled their 1990-91 salary with a formula increase of 7%, bringing their top step salary to \$51,384. The management voluntarily added another step to the salary scale (ugh!) which now brings their top above ours at \$52,920.

Since this has been an ongoing problem for many years, I am increasingly of the view that serving the long-term interest of Fraser Valley College clearly dictates a more vigilant stance on salaries and benefits. It is our duty to the College.

Contract Administration

In other contract matters, the joint-committee on faculty evaluation has been struck with Perla Werk and me representing the FSA. A memo and questionnaire has been sent to all faculty soliciting input on the two elements under review, in-class observation and collegial evaluation. I do not believe our interests are at odds with the management as we are both interested in evaluation processes which are accurate, fair and reasonable, and reflect our joint interest in support of educational excellence. This committee will be convening for the first time in the next week or so.

Apropos of benefits, I have been advised that at least one claimant under the new vision care benefit has not been indemnified fully within the terms of our agreement by an administrative oversight. This occurred because the insurer applies a deductible of \$25.00 against any claim under the extended benefits. My understanding is the extended deductible applies once per year to any extended benefits claim. Individuals making a claim only for vision care, with a purchase of less than \$175.00 during a year would be caught by this deductible. Our understanding in negotiations was that the \$150.00 vision care benefit was without a deductible; that is anyone covered would be indemnified up to the purchase cost of \$150.00. Barry agreed that this was our intent and advised me that the College is in the process now of renewing its coverage, and he has taken steps with the insurer to remedy the problem. Barry indicated to me that he would correct the matter for those affected.

Ian McAskill

Report From Grievance Chair (Staff) . . .

As you are all well aware, this position on the executive is still vacant. If anyone would like to serve the union in this capacity, please give Bob a call. Release time is available for this position, and I am

willing to lend a hand to the newly elected member. The Association needs someone to give it a go!

Mary Saunders

Report From Grievance Chair (Faculty) . . .

This report is delayed but, meanwhile, please refer to Bob Smith's article. Perla will bring us up-to-date in the next issue.

OH&S Committee Report . . .

The Occupational Health and Safety Committee has been provided this semester with a person who has a section of release time, namely myself, and my main duties are to bring this Committee to the attention of College employees, collect literature and relevant legislation, and generally to become knowledgeable about health and safety issues pertinent to our workplace. The Committee is governed legally by the Industrial Health and Safety Regulations and the Industrial First Aid Regulations of the Workers' Compensation Board, but I see the role of the committee going beyond these sometimes lax regulations to deal with any health and safety issues that

employees bring to our attention.

The Collective Agreement states that employees are encouraged to report any injury, accident, or unsafe conditions that may jeopardize health or safety, and I invite you to do just that by contacting me either by mail or by telephone (local 4223).

The OH&S Committee is currently involved in disaster planning for the College, WHIMS implementation, and ventilation in various areas of the College. We invite your suggestions on any other topics of concern.

Leslie Wood

C-IEA Watch . . .

Allan McNeill suggested I contribute, more or less regularly, a column on the goings-on of C-IEA, the province-wide union of

local college faculty unions. A report on the recent meeting of the Bargaining Coordination & Review Committee, which I

attended in Ian McAskill's stead, strikes me (sorry) as a good way to begin such a column.

C-IEA is, to many FSA members, a large faceless entity which sends out newsletters. Made up of the unions of most of the college faculties across the province, it is indeed large, but it does have a face in the small collection of people who inhabit headquarters on West 8th in Vancouver and in the people who make up its committees. The Bargaining Coordination & Review Committee (an offshoot of the old Salaries & Working Conditions Committee, for those who've been around for a few years) is central to the organisation, as bargaining is central to any union. The committee is made up of negotiators from each of the colleges, one per college, from North Island to Cariboo to Langara. Its function seems to be the provision of advice, both about legal matters and about the process of negotiating, comparisons among contracts, and a sense of province-wide issues.

The main topics at this meeting were the current contract talks at East Kootenay and Okanagan, as well as the upcoming talks at Northwest, Cariboo, Camosun, Douglas, and Kwantlen. The results of the talks at Okanagan and Cariboo might prove of particular interest to Fraser Valley College; these are the first contracts to be hammered out at those colleges since they became university-colleges. If indeed we go down that road, we should be able to learn a lot from their experience.

The six major areas of interest to the committee are salary, workload, professional development, sexual and personal harassment, regularisation of non-regular faculty, and compression of the number of steps on salary scales.

There was considerable discussion of Bill 79, the new Public Collective Bargaining Disclosure Act. C-IEA's lawyers have pointed out large holes in the Act which may result in its being a mere nuisance rather than a serious hindrance to the process of collective bargaining. It may even prove to be totally unworkable. You will no doubt be hearing more about Bill 79 as this year's talks progress. Watch this space!

And, finally, there was the ever controversial issue of coordinated bargaining. The idea is not that all locals have to adhere to a party line, but rather that some of the locals going into a contract year may decide on some common points that they want to bargain at the same time. The logic is that if there is strength in the numbers of a bargaining unit, there is more strength in the larger numbers of combined bargaining units. It is yet to be seen if any of the five unions who start talks in the spring will try this method and, if so, whether it works.

I left the meeting with the sense that there are real people out there dealing with much the same issues as we face. The exchange of specific information on contracts and the availability of experienced negotiators are aspects of C-IEA that seem particularly helpful. At this point, I think we are much better off in C-IEA than out of it. You will hear more as I learn more.

Susan Milner

P.D. Reports . . .

International Communication Association Conference

"Communication and Equality"

(Attended June 24-29, 1990 in Dublin)

While attending the International Communication Association's annual conference in Dublin this June, I felt like a stray cat turned loose at the Seven Sea's fish smorgasbord. There were forty to fifty sessions per day which were organized according to nine divisions:

Information Systems.
Interpersonal
Communication.
Mass Communication. *
Organizational
Communication.
Intercultural/Development
Communication. *
Political Communication. *
Instructional/Development
Communication.
Health Communication.
Philosophy of
Communication. *

I attended sessions in each division but concentrated on areas of the disciplines which are marked with an asterisk.

This year's conference was well attended by European scholars, for obvious reasons. I felt a close affinity with European theoretical and methodological approaches to media and issues of political control, collective memory, racism, and Third World development. Their historical, structural and philosophical orientation is more in tune with the Canadian tradition inspired by Harold Innis.

The sessions that I found to be most interesting and useful for FVC are listed here. If anyone is interested, I have a directory of all sessions, with abstracts and people to contact for further information.

1. Current Issues in the Foundations of Social and Communication Theory (3 Canadian presenters)
2. Technology and Ideology (Neal Postman)
3. The Uses of Silence in Domination (NFB feminist films)
4. Telecommunication and Rural Development in Industrialized Countries
5. The Social Construction of News
6. Stereotypes: Power and Representation
7. International Developments in Qualitative Studies of the Reception of Television News
8. How Can They Compete with Hollywood? International Interest in Foreign Media Content
9. Television and Europe, 1992
10. The European Audio-Visual Sector: Some Critical Economic and Cultural Policy Issues
11. Contemporary Communication Theory: An International Forum
12. Ethnographic Studies and Popular Communication
13. The Global Village Revisited: How Extensive is International Advertising?
14. Editors and Ethics

15. Question of National Cinema
16. Representation of National Groups in Film and Television
17. News Coverage of Conflict
18. Communication and the Asian Continent: Development and International Coverage
19. Where the Global Meets the Local: Linking Macro and Micro Audience Studies
20. Fact, Fiction, and Myth: Creating Social Reality in Popular Culture
21. Does Communication History Matter?
22. Media Practice, Historical Narrative, and the Politics of Popular Culture
23. From 18th Century Europe to 20th Century Latin America: Technology in Development

24. Gender in Process: Personal Identities and Social Categories
25. Media Uses and its Consequences in Political Campaigns.

Papers were not generally available at the sessions, but I returned with a fair sampling of twenty-four. These papers are organized in a binder which is stored in the Communication's office (A331). Please drop in or give me a call if you are interested.

I was glad of the opportunity to visit Dublin, a lively and walkable city, and especially glad to be able to gorge on the smorgasbord of sessions held at Trinity College.

Kathleen Galarneau

Computers in Business Education Conference

June 6 & 7, 1990

University of Manitoba

The IBM-sponsored conference focused on strategies for the 90s in the use of computers by business education departments across North America. There was a wide variety of speakers and topics. The conference was a very valuable professional development event for Patrick O'Brien and me, and we will use several of the ideas and discussions in our courses and program. As well, we will pass along trends and strategies being adopted at other institutions as they continue to use computers in education.

Four major strategies were observed:

i) Business students must become better "team players";

ii) students must be familiar not only with introductory packages like spreadsheets and databases, but must also be able to communicate comfortably across a wide network of equipment to meet the increasing needs of businesses which are expanding to international areas;

iii) computers are required in "Classroom 2000", not as the primary focus of the room, but as a near-at-hand tool that could be used for part (or all) of a lecture; all computers must be networked so that individual

screens could be projected easily and so that common data is available to all students;

iv) all campus computer facilities should be networked so that individual students and faculty work stations could have access to applications and data (with appropriate security) from a wide base.

It was also observed that business departments in most universities are not using computer technology as much as businesses would like; that is, while older faculty shy away from it, younger faculty use it.

Finally, as interesting as some of the newer multi-media seems to be, it was viewed as extremely non-cost effective at this point (the equipment is expensive and the educational value in using the equipment for a student is not the actual final piece of work, but rather the process of getting to that work--this is similar to projects done today, in that the final project is usually tossed away and the student carries away both the ability to do similar work as well as knowledge picked up while doing the project). Use of laser disks for information will definitely increase, but copyright issues are an even larger issue with this medium; it will have to be clarified for educational use.

There seems to be no question that IBM micro-computers are the predominant educational tool and that the new Windows-3 will give them the "look and feel" of the graphical interface that Apple has used, so that gap is effectively closed.

Comments on Individual Seminars

1. IBM Canada has eliminated most of the entry-level type of jobs (e.g., computer tape librarian, secretary, operator) and are requiring their

employees to use the technology.

2. Mr. Bob Woodley, EXXON, described two projects that they undertook to streamline their world-wide operations. One succeeded and one didn't--the cases will provide interesting discussion material for classes.

3. Mr. Terry Maloney, Tridac Technologies Inc., described a GIS product that they have developed--this is the "spreadsheet of the 90s". By adding the postal code to data collected one is able to incorporate Stats Canada data to the work (for a fee) and thereby enhance the information considerably. CIS graduates will have to be familiar with this kind of software. Contact for SPANS: Dr. R.J. Rogerson, Executive Director CCGISE, P.O. Box 3737, Station C, Ottawa, Ontario, K1Y 4J8. 613-722-7902. Cost is approximately \$1000 and available for DOS, OS/2, and AIX).

4. Hardware and software being used across Canadian universities was surveyed and reported upon.

5. Sophisticated classrooms being developed at a few of the institutes were described (networked high-performance 386s with VGA; some using portables). The electronic brainstorming facilities at U. of Arizona and U. of Calgary and the project rooms at Queens were described.

6. Mr. Guy Wood, United Grain Growers', described an expert system developed by UGG for their 300 elevator agents. This system provides expert advice to farmers related to their selling of grain on the futures or current markets. Very educational.

7. Dr. Earnest Cadotte described his "Business Game" simulation; it was being used as a two-week intensive activity.

The game is being marketed as micro-computer software by a book publisher and is very comprehensive. Business Admin. should consider it.

8. One presenter indicated the pitfalls for the small educational software developer.

9. The new DPMA undergraduate curriculum initiative was described for both 2-year and 4-year colleges and will be

compared to our program.

10. Mr. Guy Champagne indicated that all businesses have similar technology (and software), so that the competitive edge is gained by users adding value to the data; he gave an example in the legal systems where a prosecutor was able to increase convictions by providing certain critical facts to policemen.

Wayne Welsh

Bulletin Board . . .

On-Line FVC Policy Manual

For those of you who want to peruse the policies that guide the running of FVC, you can now access the *FVC Policy Manual* on the VAX 8350 either by using your account, if you have one, or by using the trusty old prep room computers, in which case a separate menu will be set up that doesn't require an account. See you at the terminals!

Fraser Valley College Press

At the request of Al McNeill, I am submitting this report on the status of a proposal to establish a Fraser Valley College Press imprint.

Initially, the College Press would use desktop publishing technology and current reproduction (xeroxing) and binding (spiral) services to publish material of special or local interest. Examples are material produced for students to be used in courses and the LRC's recent Fraser Valley bibliography.

Authors/compiler would be required to submit manuscripts both on disk in either WordPerfect or Word and a hard copy. The Press would then provide editing, layout and document design, and marketing for the document.

The initial proposal was taken to the Management Advisory Committee which requested a subcommittee be formed. The subcommittee's report was brought back to MAC which endorsed the proposal and sent it to the Senior Management Committee. That committee has received the proposal warmly and does support it in principle but has asked that I develop and present a business plan to them which I am currently doing.

After the proposal has been accepted, a notice will appear in *Headlines* with a call for initial projects. If you have suggestions, comments or proposals for projects, please call me at local 4295.

Ken Fernstrom

Writing Prizes . . .

Last year the FSA generously donated \$500 toward Writing Prizes for students. This \$500, along with another \$500 donated through Gold Book sales, combined to make up ten \$100 prizes, awarded last June.

About sixty student essays were submitted by faculty (or by students with faculty approval) for this competition sponsored by the Writing Across the Curriculum Faculty Committee. The following faculty and administrators lent their time and talents to judge the essays: Paul Herman, Janet Falk, Casey Sheridan, Rory Wallace, Jocelyn Cass, Henry Speer, Moira Gutteridge, Jack Gaston, Don Tunstall, Graham Dowden, Virginia Cooke, Germaine Baril, Alan Cameron, and Ken Fernstrom. The essays were grouped according to types (research papers, argumentative essays, etc.), with the exception of pre-college essays (ABE and college prep) and essays written in French, which formed two separate categories. Essays in each category were ranked by three judges; a fourth was called in if there was no clear agreement on the winner.

Because the FSA contributed half the prize money, members might like to know the names of the students who won. Listed beside the titles of winning essays are the names of the instructors who submitted the work.

Primary Research Project: Sarah Bullock and Frank Pouw--a joint paper entitled "The Effects of Alcohol on Short-term Memory" (instructor: Henry Speer)

Research Paper: Pat McQueen, "Religion and the French Revolution" (instructor: Jack Gaston)

Expository Essay: Patricia

Skjolde, "Financial Compromise" (instructor: Allan McNeill)

Developmental Studies: Y. Serge Rene, "A Diver's Nightmare" (instructor: Wendy Burton); Ronda Tilley from ABE was a very close second in this category.

Special Project: Gloria Beshara, "A Study of Hamlet from the Perspective of Ophelia" (instructor: Virginia Cooke); Rick Mawson was a very close second in this category.

Argumentative Essay: Steve Antil, "The Dependency of Events" (instructor: Paul Herman)

Critical Essay: James Mallon, "Hopkins' Dark Night" (instructor: Graham Dowden); Judy Hill was a very close second in this category.

Writing in French: Becky Klassen, "L'Intrus" (instructor: Germaine Baril)

Report Writing: Jeff Friessen, "Economic Forecast" (instructor: Brian Coulter)

Report Writing - Group Report: Lucille Bilouws, Carol Frost, Leanne Hamilton, Tammy Jimmie, Marilyn Kelm, and Karen Redekop, "Immigrant Needs in the Chilliwack Municipal District" (instructor: Betty Urquhart)

On behalf of the Writing Across the Curriculum Committee and the students who won the awards, I would like to thank the FSA members for their support for this initiative. It not only gives deserving students some recognition and monetary reward, but is also enhances their awareness of the value we place on writing.

Virginia Cooke, Chair
Writing Across the Curriculum

Profiles . . .

WHERE IS BUSSWOOD ANYWAY, AND WHY ISN'T HE TEACHING?

Allan McNeill has asked that I write a few words about what I'm doing this year. Indeed, I must confess, Graham Dowden asked me last year to contribute some words on this subject. Procrastination being somewhat of a religious commitment with me, I am only now fulfilling the request.

Facts about my activities are easily stated. I have been seconded to the Na-Cho Ny'ak Dun First Nation of the Yukon. The Na-Cho Ny'ak Dun (Big River People) live for the most part in the village of Mayo at the geographic centre of the Yukon. Their traditional territory, the area in which they have hunted and gathered for many thousands of years, covers about 20,000 square miles of the Yukon, but is centred on the watershed of the Stewart River.

I am one of three non-native members of the Land Claim team of the Na-Cho Ny'ak Dun. Our job is to negotiate with the Federal and Territorial governments to secure compensation, land, self-government and other facets of a land claim agreement. We work under the direction of the Chief and Council and Elders of the Band.

The Na-Cho Ny'ak Dun are one of 14 First Nations in the Yukon who are negotiating a land claim with the Federal and Territorial governments. There have never been any treaties signed with Yukon Indians. Thus, they take the position, consistent with the Royal Proclamation of 1763 and subsequent Canadian judicial decisions, that their aboriginal title to their traditional territory remains intact.

Negotiations began in the 1970s and culminated in an agreement

which the First Nations rejected in 1984--rejected because it failed to provide enough land, money, and control to ensure the continuity and growth of Indian culture and economy. The failure of the 1984 agreement was traumatic for all parties. The First Nation entered a process of rebuilding the consensus which they needed to negotiate as a common front through the Council of Yukon Indians (CYI).

Negotiations began anew and by 1989, CYI, the Federal government and the Territorial government had created an Umbrella Final Agreement or framework for a land claim settlement. Compensation of 250 million dollars and land in the amount of 16,000 square miles were agreed upon by negotiators. Equally as important, the parties agreed on an overall strategy for the shared management of Yukon resources, and for the self-government of the Yukon First Nations. This is a landmark agreement because it provides for the First Nations to share in the management of resources and lands which are not settlement lands and it ensures that the First Nations will have the powers and structures to manage and govern their territory and resources.

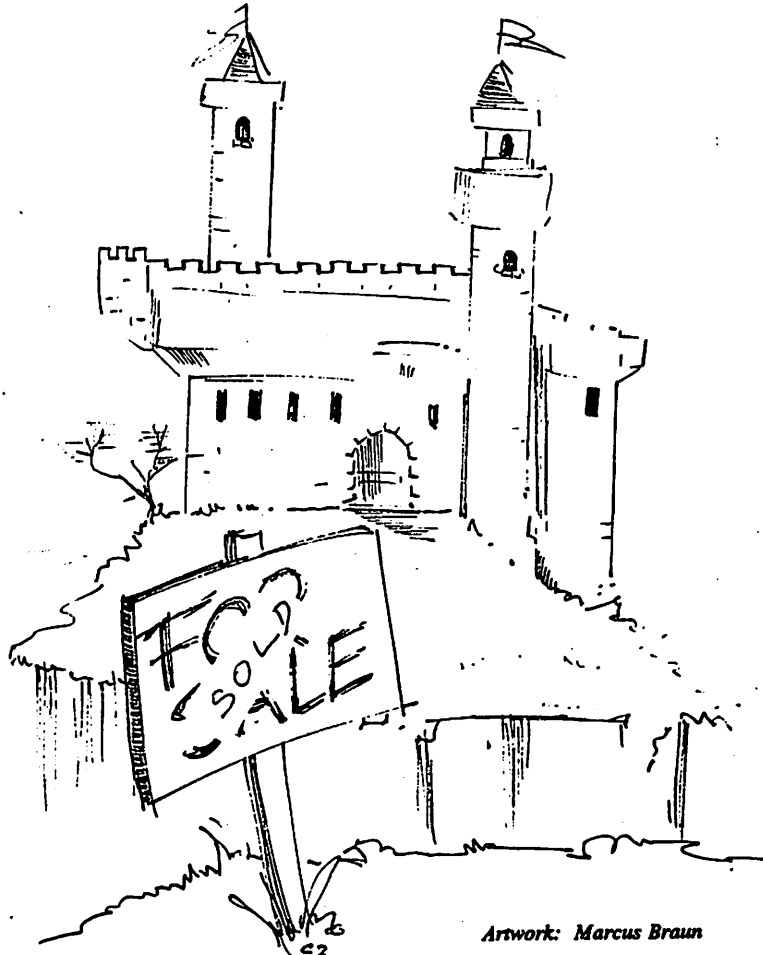
The land claim process will be completed through the negotiation of 14 First Nation Final Agreements in which each First Nation will secure a share of compensation and land and will establish mechanisms and processes for self-government and the shared management of Yukon resources within the terms of the Umbrella Final Agreement. As the First Nation Final Agreements are completed, they become part of the Umbrella

Final Agreement. The ratification of the whole works should occur sometime in 1991. It remains to be seen whether the agreement represents an extinguishment of aboriginal rights in the Yukon. The Indian position is that the agreement is not an extinguishment and must be entrenched (i.e., having the force and protection of the Constitution Act).

The Sparrow decision by the Supreme Court of Canada has implications for the question of extinguishment. More about this and what exactly is my role in all this will appear in the next couple of issues of the Newsletter.

Kevin Busswood

"Lillian, I think the campaign has got off to a Fan-tas-tic start!"



Artwork: Marcus Braun

Congratulations...

Employees to be recognized this fall for ten years' service to the College:

Bev Brown
Tim Segger
Nigel Dance
Doug Hudson
Donna Coates
Neil Campbell
Wendy Watson
Gail Cutforth
Bob Peters

Jerry Delaney
Ian Fenwick
George McGuire
Casey Sheridan
Tom Davis
Dale Demeules
Kathy Davis
Laura Unger

Wayne Welsh
Rory Wallace
Dave Gibson
Wendy Burton
Barb Harms
Kham-Noi Vongsamphanh
Darryl Plecas
Anne Knowlan

Welcome to New Members!

Staff Contracts - Type A

Annette Aarssens
Leslie Dalzell
Joanna Hirnschall
Dianne Kermode
Robert Novack
Joyce Palmer
Karen Power
Barbara Salingre
Sandi Tait
Bernice White

Registration Assistant, East
Secretary/Receptionist, Portage
Lab. Assistant, Health Sciences
Programme Assistant, Agriculture
Maintenance Assistant
Student Services Assistant
Secretary/Admin. Assistant, Trades
Program Assistant, Vocational Training
Marketing Assistant
Administrative Assistant/Sec., LRC

Staff Contract - Type C

Shelley Hilborn

Lab. Assistant, Dental Program

Faculty Contracts - Type B

Jim Andersen
Rolf Arnold
Jean Ballard-Kent
Janie Bion

Robert Bolton
Rosalie Chappell
Richard Dubanski
George Duquette
Sheila Edwards
Barbara Franck
Madeleine Hardin
Lynn Kirkland-Harvey
Ernest Kroeker
Anne Luke
Hannah MacDonald
Linda Matwichuk
Jill Thompson

Instructor - English
Instructor - Automotive
Instructor - Sociology/Women's Studies
Instructor - Homemaker/Long Term Care
Aide
Instructor - ASE Vocational
Instructor - Social Services
Instructor - Applied Communications
Instructor - Business Administration
Instructor - Nursing Diploma Program
Coordinator, Co-op Education
Instructor - Communications
Instructor - Nursing Diploma Program
Instructor - Biology
Instructor - Nursing Diploma Program
Instructor - Nursing Diploma Program
Instructor - Early Childhood Education
Instructor - Nursing Diploma Program

Faculty Contract - Type C

Victor Colotla
Ron Dart
Tom Nash
Verne Powers
John Rigg

Instructor - Psychology
Instructor - Political Science
Instructor - Milker Training, Agri.
Instructor - Communications
Instructor - ESL

FSA Executive 1990/91

President	Bob Smith	2421/4530
First Faculty Vice-President	Susan Milner	4321
Second Faculty Vice-President ...	Tom Davis	4289
First Staff Vice-President	Richard Heyman	4333
Second Staff Vice-President	Julie Williams	2444
Treasurer	Kathy Gowdridge	4358
Recording Secretary	Cheryl Dahl	4296
Grievance Chair (Faculty).....	Perla Werk	4363
Grievance Chair (Staff).....	(vacant)	
Communications Chair	Allan McNeill	4321
Job Classification Audit Chair ..	Dorine Garibay	4238
Professional Development Chair ..	Virginia Cooke	4293
Contract Chair	Ian McAskill	4299
Agreements Chair	Betty Harris	4510
Occupational Health & Safety	Leslie Wood	4223

Executive Meeting Schedule

Abbotsford, Room A306, 1:00 p.m. (Week 4)

October	10
November	7
December	5
January	23
February	20
March	20
April	17
May	20
June	12

Recycle ...

Did you know that the average Canadian uses 425 lb. of paper each year, and that it takes 19 trees to make 2,000 lb. of paper and 90 cubic feet to dispose of it (Maclean's)?

So, if you don't keep old copies of the Newsletter to pass on to your children's children (although we who sit on the august editorial board can't quite fathom why you wouldn't), toss it into the appropriate recycling box.

What goes around, should come around, eh, Bob?